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# THE UNIVERSITY OF BRITISH COLUMBIA



**Human Resources**  
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**Date:** April 25, 2007

**To:** Deans, Directors, Department Heads and Administrators

**From:** Lisa Castle, AVP, Human Resources

**CC:** President, Vice-President  
HR Network, HR Executives, HR Advisory Services, Faculty Relations

**Re:** Update on Mandatory Retirement #3

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The purpose of this memorandum is to provide developing details on this important matter since our last update on mandatory retirement dated March 16, 2007 ([www.hr.ubc.ca/memos.html](http://www.hr.ubc.ca/memos.html)). Communications on this issue will increase over the next few months.

## **Faculty Update – Tentative Agreement**

We reached a tentative agreement with the Faculty Association yesterday afternoon. Details will follow in the next short while.

Generally, the agreement provides for a moratorium on mandatory retirement to take effect May 15, 2007, and introduces new retirement options.

The Faculty Association will be conducting a ratification vote with their membership on the tentative agreement, and the Administration will be bringing it forward to the Board of Governors for approval.

We know that many questions have (and will continue to be) raised on this issue. We will be working to provide information as quickly as possible. Our immediate priority will be to support faculty members who would have, under previous legislation, been required to retire on June 30, 2007.

We will also be preparing communications to Deans, Department Heads, and Administrators who need information for their decision-making.

## **Staff**

University representatives have met with CUPE 2950, representing the University's unionized administrative workers, and have had informal discussions with some of the unions and associations representing staff. Generally, their view has been to wait to see the proposed legislation.

We expect the dialogue will increase next month, given the tentative agreement with the Faculty Association and the introduction of the proposed legislation today.

## **Announced Today - Amendments to the Human Rights Code (Bill 31)**

The legislation to amend the Human Rights Code to eliminate mandatory retirement was introduced in the Legislature by the Provincial Government this afternoon ([http://www.leg.bc.ca/38th3rd/1st\\_read/gov31-1.htm](http://www.leg.bc.ca/38th3rd/1st_read/gov31-1.htm).)

As expected, the bill proposes to prohibit discrimination on the basis of age (other than under 19 years of age), to confirm the ability to differentiate on the basis of age in benefit and pension plans, and to be effective on January 1, 2008.

Additional information from the Provincial Government on the bill can be found online:

Backgrounder/FAQs on the amendments to Bill 31 -

[http://www2.news.gov.bc.ca/news\\_releases\\_2005-2009/2007AG0020-000524-Attachment1.pdf](http://www2.news.gov.bc.ca/news_releases_2005-2009/2007AG0020-000524-Attachment1.pdf).

News Release from the Ministry of the Attorney General (Apr. 25/07) -

[http://www2.news.gov.bc.ca/news\\_releases\\_2005-2009/2007AG0020-000524.pdf](http://www2.news.gov.bc.ca/news_releases_2005-2009/2007AG0020-000524.pdf).

We will continue to keep the UBC community informed about the impact of this legislation to our faculty and staff.